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EMPLOYABILITY SKILL AND ITS ROLE IN ECONOMIC DEVELOPMENT-A STUDY FROM INDIAN PERSPECTIVE

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ABSTRACT

Skill development is an earned aptitude with copious enthusiasm. The transition of a pupil who is campus ready into a corporate ready employee requires two major skill set one is soft skills and the other hand hard skills. The perfect combination and permutation of hard and soft skills can be well defined as employable skills. In the optimistic permeation of globalization, an individual in whatever nook of the globe has an opportunity to try and emulate one's skills across the world. The career market of any aspiration lays a red carpet welcome to those who prove and exhibit the edification of employability skills. The present study identifies, suggests and modifies the skills require to clutch the prospective opportunities available and uplift the performance of an engineer in academic and professional arena. The ongoing research is an extending a step further to outstanding study made by NASSCOM, on identifiable skills. By considering major recommendations, present cram wholly focuses on nine important dimensions of employable skills such as training needs, personal traits, academic skills, communication skills, soft skills, corporate skills, technical skills, job seeking skills, and schooling. The global trade body NASSCOM strongly recommends that employability skills are the key factor to conquer and uphold the advanced aspirations of the ever-changing corporate world. The gentle blend of the two skills can be a way out to answer the umpteen questions pertaining to employability.

KEYWORDS: Engineering Students, Employability Skills, Soft Skills, Technical Skills, Corporate Skills

INTRODUCTION

Enhancing employability skills help in economic development of a nation. India's aspiration to emerge as highly proficient nation with potentially skill workforce by 2020 can be realized by acquiring practical skills among aspiring young students. Students pursuing graduation from universities lack hands-on experience which helps to exhibit their job readiness skills, to exterminate the real time quandary, research has been conducted on engineering graduates as focal point. Recruitment process of corporate industries focuses on the two aspects; extensively they are technical skills, and non-technical skills. Workforce is said to be qualitative when they maintain a unity between hard and soft skills. Nevertheless, a 'skill mismatch' phenomenon happens to and ill formed workforce leaves a million dollar question to future of corporate. In this respect, Indian youth required 'lifetime employability' instead of 'lifetime employment' to develop economy and increase career protection in the labour market.

REVIEW OF LITERATURE

- According to Forrier, A. and Sels, L. (2003) In this paper, we bring some clarification to the debate about employability. We develop a conceptual model of the 'employability process'. This conceptual model offers a framework for future empirical research on employability. It can help to identify the main factors that may influence labour market transitions for individuals. In addition, it may clarify the role government and employers can play in shaping these career moves. [2] *Signals*: 'Signalling theories' assume that an individual's abilities are not directly known but can only be assessed using 'signals'. These signals are individual characteristics or activities that provide information about the capabilities of an individual [3]. The career history, the training history, and some other biographical characteristics are the main 'signals' of ability used in employability research. [2]

- Miles, Cairns and Huston (2002) surveyed students and their data revealed seven habits of successful students: passion (alignment of personal interests with study requirements, resulting in energy and motivation); building supportive networks and relationships; asking questions; being organised and managing time well; being strategic and resourceful, and using available resources effectively; maintaining work-life balance; and committing to a goal.[5][6]

- According to N. Hari Prasad (2014) "Alarming Employability Skills Deficiency among Budding Engineering Graduates – A Study on Engineering graduates in Chittoor District" on MRCC14, the process STEP helps an individual to acquire and sustain employability skills "STEP: Student Training and Empowerment Program has been special features which helps to attain employability skills." [7]

- Transforming Business, Transforming India - a vision for 2020 is a research which exhibits the following content. Developing Talent pool in India has been identified and reviewed by NASSCOM and Government of India. Industry Institute partnership to develop potential talent pool by conducting FDP – faculty development programs, e-learning and internship programs. Knowledge Partner Mckinsey & company [8]

- In the year 2011 Government of India, has identified the needs and requirements of employability skills. Ministry of labour and employment has introduced employability skills in academic education for developing the skill set of craftsman students in all trades. [9]

Research Model

Research focuses on two stepladder I.e. Up skilling students Employability Skill (ES) and enhancing faculties' skill set quotient in current research model to attain enhanced *job readiness skills* by students.

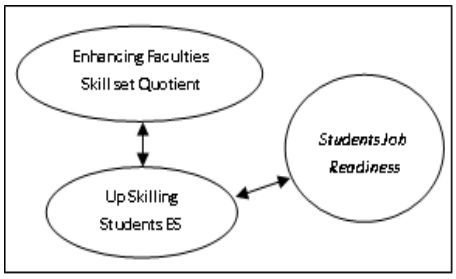

Figure 1

Up skilling by Hard skills (*HS*) and Soft skills (*SS*) are two major divisions considered in present research to identify Employability Skill (*ES*) quotient and job readiness among aspiring engineering graduates.

Importance of the Study

The decay in the Indian engineering employability skill development has been described as worrisome. According to NASSCOM [8], the performance of students does not encourage stake holders at all levels of education. The Majority of students admitted do not develop job readiness and graduate employability skills at appropriate time. Results of students in exhibiting job readiness showed poor performance year in year out in core subjects, which is an indication that all is not well within the system.

STATEMENT OF THE PROBLEM

What successful characteristics and skill sets will transform a student into an employee or ensure success in self employment generation.

Objectives

Analysing faculties' and graduates skill set. This Empirical study helps to identify the employability quotient among engineering graduates. In addition, nurture attentiveness among graduates on current and future human capital requirements, review on special skill sets expected from job applicants by employers.

Hypothesis: Based on the problem of this study, the following hypotheses were raised:

Ho1*:* There is no significant relationship between Faculties and Students employability skills. *Ho2:* Academicians teaching skills, Faculties liaison, faculties' execution, and opinion poll do not significantly contribute in to academician's effectiveness in developing employability skills.

Research Methodology

The researchers employed ex-post-facto and descriptive research designs of survey type. It is an expo-facto because there was no manipulation of variables but a study of independent factors as they influenced or affected employability skills among engineering graduates in India with special reference to Chittoor District of Swarna Andhra Pradesh state. The population for the study consisted of all the aspiring engineering graduates' and faculties of respective students. The District has 37 engineering colleges [1]. Using stratified random sampling technique, one college was randomly selected from each stratum (local mandal area) to give a total of 10 institutions, and the total of 100+ faculties were drawn from the 10 institutions. This number was made up of 10 faculties from each institution in which various departments were covered. Also, engineering students were randomly selected from each school from institutions to give a total of 220+ students. Hence, the study involved 100+ faculties, and 220+ aspiring engineering students drawn from 10 engineering institutions.

Two types of instrument were constructed. These are

- Faculties Self Report on Employability Skills (FSREs)
- Students Self Report Questionnaire on Employability Skills (Students Version) (SSREs)

The instrument being used in this research is questionnaire on employability skills which was adapted from

ASTD, the American Society for Training and Development (Carnevale, Gainer, and Meltzer 1990) and NASSCOM skill. In addition, above two instruments were subjected to validity with the help of experts in the areas of educational psychology and educational evaluation. The instruments were subjected to face contents and construct validity on research outputs.

Responses from faculties (FSREs) and students (SSREs) from sampled engineering colleges were collected and scores were assigned to each point on the *five point Likert- scale* as follows: Training Required=5, Poor=4, Average=3, Good=2, Excellent=1. Data were analyzed using inferential statistics such as Pearson product moment correlation coefficient, student-t test, correlation matrix, regression and ANOVAs were used.

RESULTS & DISCUSSIONS

Table 1: Demographic Characteristics

S. No	Measure	Item	Frequency	Percentage
1	Sex	Male	100	45.45
		Female	120	***54.55***
		Total	220	100
2	Age	Below 20 Years	117	***53.18***
		Above 20 Years	103	46.82
		Total	220	100
3	Department	Technical	126	***57.27***
		Non - Technical	94	42.73
		Total	220	100
4	Living Place	Rural	106	48.18
		Urban	114	***51.82***
		Total	220	100
5	Economical Level	Economic	119	***54.09***
		Non - Economic	101	45.91
		Total	220	100

Table 2

Skill Related Analysis							
S. No	**Skills**	**Engineering**					
		Mean	**SD**	**Extent of Perception**			
				Low	**Medium**	**High**	**Ranks**
1	Employability Skills	24.58	6.43	15.67	68.32	17	*3*
2	Technical Skills	23.38	5.46	20.67	52	23.33	*1*
3	Non Technical Skills	23.89	6.9	19	61.6	19.21	*2*
4	Soft Skills	20.42	5.37	14	59	15	*4*

Source: *Analysis of Research in progress **(SSREs)***

DISCUSSIONS

Results of Students Self Report (SSREs) affirm need of continuous practical practice programs on skill development few ideas were discussed according to locality of students.

- Many aspirants in rural areas are not aware of these skills and they are to be trained vigorously. A program has to be tabled with a flawless training.

- Instead of bookish knowledge the future career developers must be encouraged to participate in real time events and there innovations must be acknowledged accordingly.
- A ray of hopes is that, a perfect implementation of these skills will render excellent dividends within the stipulated time.

FINDINGS

Students Self Report Questionnaire on Employability Skills (Students Version) (SSREs)

Statistical analysis on Demographic Characteristics and Skill Related Analysis clearly states the following information; *Demographic Characteristics* plays key role in influencing employability skill development activities. In present research participation of female is (54.55%) high and the age group of respondents below 20 years of age are (53.18%) more in number. Majority of students from Rural places (51.82%) have opted Technical engineering courses and these respondents also lack soft skills. Research output shows skill deficiency along with 73% passion of students on planning Job/Business after engineering education.

Statistical analysis on Skill Related Analysis states - only as high as 23.33% of Technical skills is exhibited by students when they are surveyed personally by using specialised questionnaire. 19.21% of Non Technical Skills comes prior to 17% Job seeking skills and 15% of Soft skills.

Faculties Self Report on Employability Skills (FSREs)

Empirical study helps to articulate the Academicians teaching skills, Faculties liaison, faculties' execution, and opinion poll significantly contribute in to academician's effectiveness in developing employability skills of students. Teaching faculties act as key personalities who help students as bridge to build skill and reduce gap between corporate and student community.

RECOMMENDATIONS

A continuous *Intellectual Information Gap* fulfillment process is recommended between corporate and college community on basis of five factors.

- The growth rate of the corporate organization
- The ratio between internal and external recruitment
- The number of jobs at the various levels of the hierarchy
- The average length of service at the various levels of the hierarchy
- Continuous Job readiness skill development programs among st budding graduates.

Validating Recommendations –'*A Quality Check* '

Quality of desired outputs after implementation of *Intellectual Information Gap* fulfillment process can be validated and checked by using advanced Blooms Taxonomy model – 2.

Advanced Blooms Taxonomy *– 2* assumed to be the best model for analyzing and enhancing Employability skills and to develop job readiness among aspiring graduates which in turn helps to develop by self and economy. Continuous

practical practice on corporate skill act as successful characteristics will transform a student into an employee or ensure success in self employment generation.

CONCLUSIONS

The increasing awareness and the importance of education along with employability skill development for up skilling individual and societal standard have awakened in people and nation. A conscious effort by meager resources for acquiring qualitative education with real time practices seems to be a breaker for self and economic development. The gentle blend of the two skills I.e. hard skills and soft skills can only be a way out to answer the umpteen questions pertaining to employability.

LIMITATIONS

- The samples have been selected from Chittoor District only. Inclusion of samples from metropolitan cities, urban and rural areas would have provided a clearer picture of the study.
- There is no research to study the role of Employability Skills among Aspiring Engineers with reference to Chittoor region. So, comparison of results was not possible.

Scope for Further Research

- As a follow up to this study, research may be undertaken to with respect to specific educational institutions I, e both private and government institutions. Future research ideas would include analysing job requirements, phrases, and terminologies employers use while placing advertisements for positions.
- This research may be extended to analyze skills at urban, rural, and metropolitan areas.

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